

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF SUNNYVALE AND
THE PUBLIC SAFETY OFFICERS ASSOCIATION
IRREVOCABLE ELECTIONS TO BE MADE IN ADVANCE OF CASHING OUT LEAVE**

30. Compensatory Time Off (CTO)

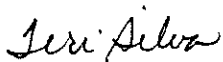
30.6 An employee may choose whether to carry over or to cash out a maximum of fifty (50) hours of CTO from one twelve month period to the next. To be eligible to cash out CTO, an employee must submit an irrevocable election form in the calendar year preceding the cash-out specifying the number of hours that he/she irrevocably elects to cash out, if requested in writing before the last full pay period in October.

30.7 At the end of the first pay period ending in November, CTO that is cashed out not carried over shall be paid at the employee's base rate of pay on the check issued in that pay period.

In instances when an employee in a classification represented by PSOA observes holidays and does not receive holiday in-lieu pay, the employee shall also be required to elect whether or not he/she will receive holiday pay in cash for any holidays that fall on his/her regular day off.

This side letter applies solely to the 2015 CTO cash out. This side letter can be extended thereafter by mutual agreement of the parties.

FOR THE CITY OF SUNNYVALE



Teri Silva, Director of Human Resources

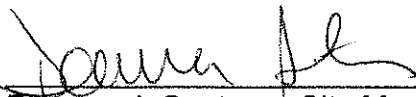
Date: December 17, 2014

FOR THE PUBLIC SAFETY OFFICERS
ASSOCIATION



Lt. Tim Ahearn, PSOA President

Date: December 17, 2014



Deanna J. Santana, City Manager

Date: December 17, 2014